



# 2012 ANNUAL REPORT

## CITY OF COLLEGE STATION POLICE DEPARTMENT

[cstx.gov/police](http://cstx.gov/police)

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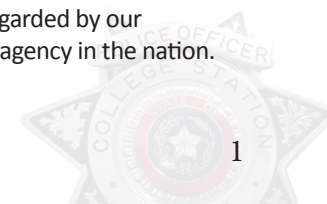
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### Mission Statement

We, the members of the College Station Police Department, in partnership with our community, will strive to reduce crime, the fear of crime and improve the quality of life by upholding laws, protecting lives and property, and providing a safe and secure environment.

### Vision Statement

The vision of the College Station Police Department is to be regarded by our community and our profession as a premier law enforcement agency in the nation.





## ***FROM THE CHIEF***

**Chief of Police**  
***Jeff Capps***



Mayor, City Council, and the Citizens of College Station:

On behalf of the men and women of the College Station Police Department, I am pleased to present our 2012 Annual Report. This past year produced several challenges for the men and women who serve in our organization as well as some extraordinary accomplishments. In April 2012, Assistant Chief Larry Johnson retired from our organization with over 33 years of dedicated service. Losing Larry's leadership, experience and institutional knowledge will be felt, but his teaching and mentoring throughout the years has left us a talented staff that will be able to step up and keep us moving forward as an agency.

On August 13, 2012, our department faced one of the most tragic events for our community in recent history. Brazos County Constable Brian Bachmann was shot and killed by a lone gunman while serving an eviction notice in the 200 block of Fidelity. Moments later, citizen Chris Northcliffe was fatally shot, while Barbara Holdsworth was seriously injured from two gunshot wounds. Our initial officers arrived on scene within three minutes of the first 911 call. Immediately, they drew gunfire from the suspect who was armed with several assault rifles and a handgun. Officer Justin Oehlke arrived on scene a few minutes later and immediately received a gunshot wound to the leg. A gun battle between the suspect and our officers lasted approximately 20 minutes before two members of our SWAT Team were able to end the violence by shooting the suspect. This incident has been thoroughly reviewed and I can say I am extremely pleased with our department's response, ultimate outcome, continued follow up and the lessons we learned from this tragic event. All of our staff involved have responded remarkably during the weeks following the incident and should be commended for their actions. In addition the outpouring of support from our community and law enforcement partners has been phenomenal. Officer Oehlke continues to heal and it is our prayer and desire that he will be able to return to full duty in the near future.

In October, our City Council approved the hiring of six additional officers and a sergeant to formulate a Northgate Entertainment District unit. This unit's primary focus will be to handle all calls and activity that occur during the peak hours of Thursday, Friday and Saturday nights in our Northgate Entertainment area of town. Forming this unit will allow us to keep officers who are assigned to the southern beats of our city in their assigned areas and focus on preventing and reducing crime there. For the past several years, we have had to pull officers from our southern most beats and place them in the Northgate area during peak call volume times. While at one time, there was not a lot of activity in our southern portion of the city, the new development and growth along the William D. Fitch corridor has changed that and the need for a police presence across these areas has increased. This addition is a positive step towards ensuring we are prepared to provide emergency response and protection to a vibrant and growing community.

It is my hope that you enjoy reviewing the wonderful accomplishments by the dedicated men and women of the College Station Police Department who understand the importance of service to the members of our fine community.

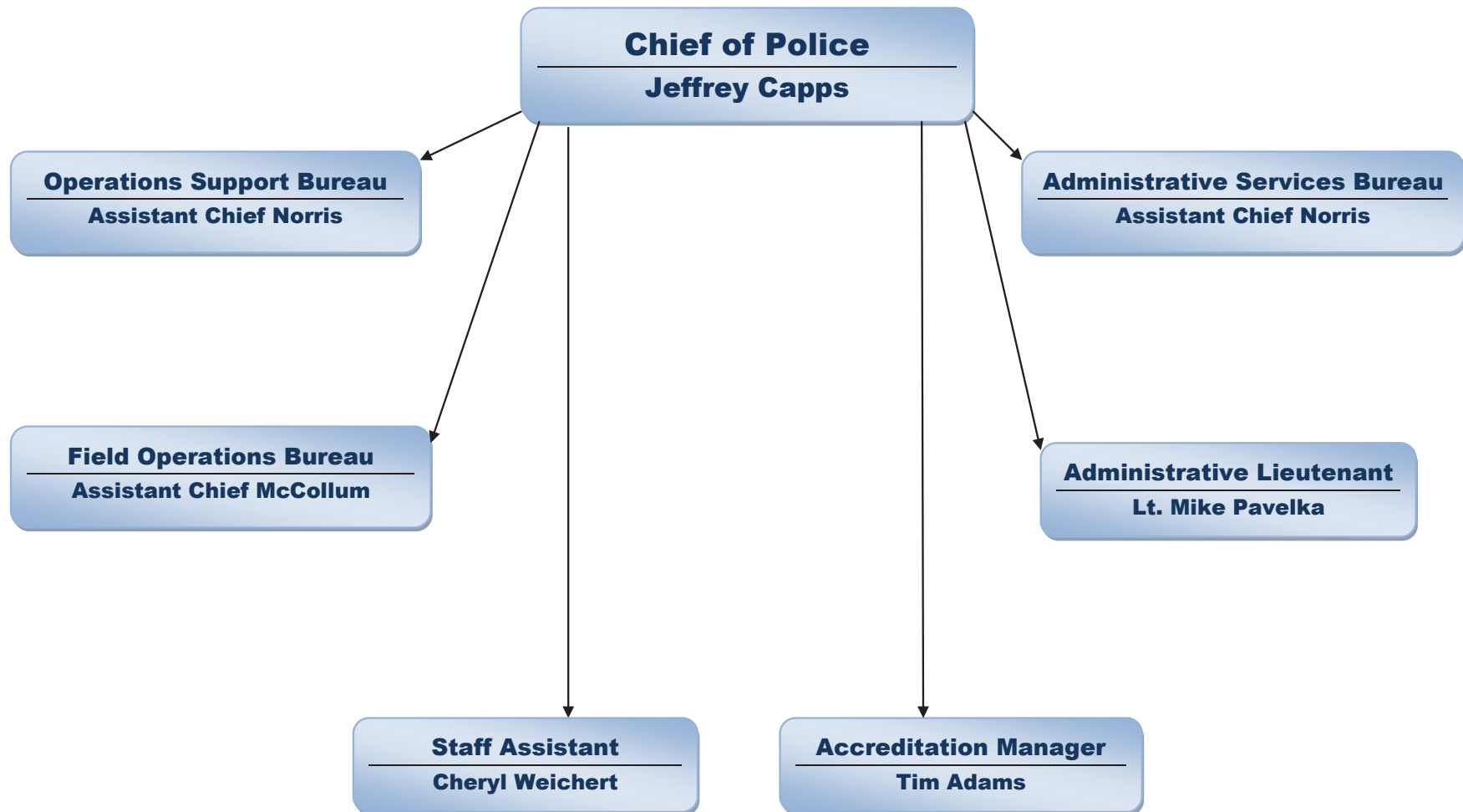
Sincerely,

A handwritten signature in black ink that reads "Jeff Capps".





## 2012 CSPD Organizational Chart





## **ASSISTANT CHIEF**

**Field Operations**  
**Scott McCollum**



Mayor, City Council, and the Citizens of College Station:

Last year was full of opportunity, challenge and change as the Field Operations Bureau continued efforts to rebuild and stabilize patrol staffing while simultaneously responding to the needs of our citizens.

In light of the continued community growth and challenging economic climate, the department experienced a stabilization of overall calls for service. With this came an impressive 19 percent reduction in major offenses and a 5 percent reduction in Part 2 offenses. A large part of these decreases can be attributed to the hard work of dedicated beat officers and continuous weekly review of activity through CompStat meetings. These meetings are a core aspect of our intelligence-led geographical policing model and allow us an opportunity to analyze accurate and timely information, so that specific trends and community issues can be identified and viable response solutions can be developed.

Beyond addressing the daily needs of the community throughout the year, the Field Operations Bureau was also involved in many significant planning/reorganization efforts and major cases. Some of the more notable events included the Plaza implosion project, which involved a significant amount of planning on the part of the entire city as well as the Special Operations section. In August, tragedy struck when Constable Brian Bachmann and Christopher Northcliffe were shot and killed and Barbara Holdsworth, Officers Smith, Oehlke and Dorsett were injured on Fidelity Street when a gunman fired upon them. Other responding officers were also fired upon before they were able to eventually kill the gunman.

The early development of a Northgate Unit was initiated in 2012, and will serve to address the growing demand of this entertainment district. Our beat realignment effort rounded out the year to provide for a redistribution of call-load and re-configuration of beats with similar character. This allows beat officers to be more effective and efficient in accomplishing department goals and objectives.

As we move forward, we must continually strive to find new and engaging ways to successfully deliver premium police services. I would like to thank the men and women of this department for working diligently to carry out our vision, mission and goals on a daily basis. I am continually impressed not only with the ways in which our employees rise to the challenge and overcome adversity but also how they do it with a genuine desire to make College Station the best it can be. Our future is bright and it is truly an honor and privilege to serve with such dedicated professionals.

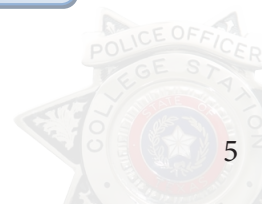
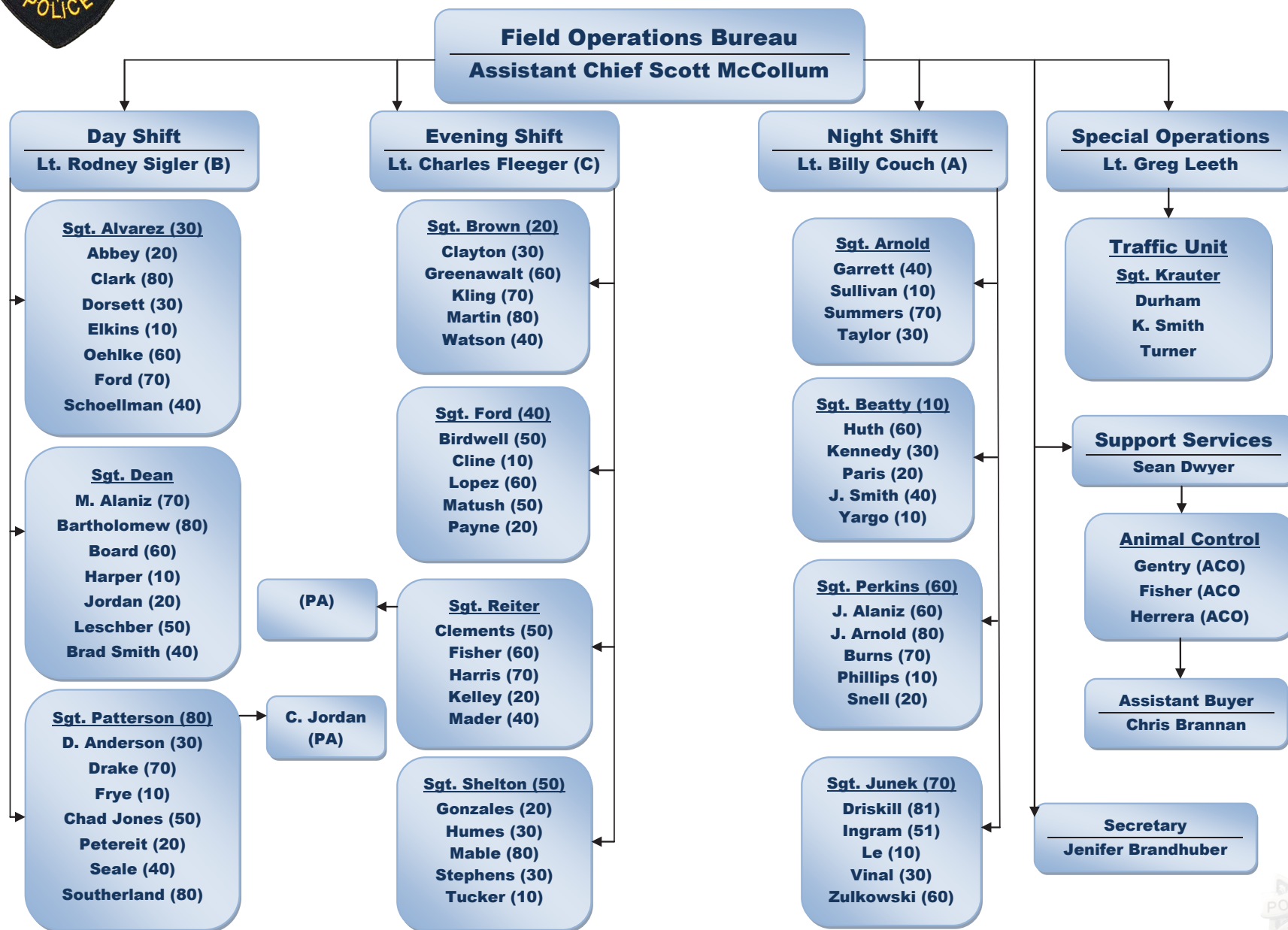
Sincerely,







## 2012 Field Operations Organizational Chart



# FIELD OPERATIONS BUREAU

## Special Operations Division

### TRAFFIC UNIT

The traffic unit is made up of four officers and a sergeant. The officers work eight-hour shifts that overlap throughout the day to provide the most coverage during peak traffic times and school zones. They focus on traffic-related violations in high-crash and complaint locations in an effort to reduce the number of vehicle crashes in the city. The unit also works on special assignments, such as motorcades, funeral escorts and collegiate team escorts.

### TOP CRASH LOCATIONS .....

- (1) 1500-2300 Block of Texas Avenue
- (2) 100 Block of Wellborn
- (3) 1500-1700 Block of George Bush Drive
- (4) 1400-1700 Block of University Drive East

### BOMB SQUAD

The Bomb Squad unit consists of three volunteer, part-time members. These technicians serve full-time in other sworn department assignments and respond to situations requiring their special skills. Bomb Squad personnel must successfully complete specialized training from the Federal Bureau of Investigation before being assigned to the unit. The Bomb Squad serves the entire seven-county Council of Governments region, and recertification is required every three years.

### 2012 BOMB SQUAD STATISTICS .....

- 13 Tactical Assists
- 2 Explosives / Ordnance Recovery
- 7 Suspicious Packages
- 5 Presentations
- 6 Operation Standby / Special Events

### CROSSING GUARDS

CSPD is responsible for school crossing guards and has 14 civilians who work from one to two and a half hours at designated locations. Crossing guards are responsible for children safely crossing roadways around schools. Some have worked at their designated school locations for many years.

### ANIMAL CONTROL

The College Station Animal Control Unit's primary function is to provide protection for the health, safety and welfare of the people within the City of College Station by controlling the animal population and the eradication of rabies. Their goal is to reduce the city's animal violations through education and enforcement of state laws and local ordinances. The unit also investigates all animal bites to people. These officers develop close working relationships with neighborhood associations to ensure that citizens are familiar with them and know what they are doing to improve the city's quality of life.

### 2012 ANIMAL CONTROL STATISTICS .....

- 7,034 Animal Calls

### HOSTAGE NEGOTIATIONS TEAM

The Hostage Negotiations Team (HNT) consists of six volunteer officers from various divisions of the department and one volunteer psychologist. Members serve as a part-time, on-call team that responds to specific situations requiring specialized negotiation skills. All HNT members are highly trained in communicating with persons involved in tense and potentially deadly situations. The team responds to call-outs and works closely with the SWAT team. They also participate in regular department training and hostage negotiation competitions.

### SPECIAL WEAPONS AND TACTICS

The Special Weapons and Tactics (SWAT) unit is composed of officers selected from various full-time positions within the police department and paramedics selected from various full-time positions within the fire department. All SWAT Team members participate in extensive training to physically and mentally prepare for high risk tactical operations. The SWAT Team's training, equipment and ability to work as a cohesive unit makes SWAT ideally suited to address those critical incidents that pose a higher risk of danger. In 2012, the SWAT Team developed relationships and trained with the U.S. Army's 5th Special Forces Group and the FBI regional SWAT Team. They also conducted and participated in joint operations with Bryan Police Department SWAT, continuing a tradition of cooperation between our two cities.

### 2012 SWAT STATISTICS .....

- High Risk Warrant Service: 6
- Active Shooter Incidents: 2
- Barricaded Persons: 0
- Dignitary Protection: 0
- Hostage Rescues: 0





## ***ASSISTANT CHIEF***

### **Operations Support, Administrative Services**

***Brandy Norris***



Mayor, City Council, and the Citizens of College Station:

When I look back at 2012, I realize that it was one of, if not the, most memorable year of my career. With the retirement of Assistant Chief Larry Johnson in May, I had the privilege of overseeing the Operations Support Bureau which encompasses Recruiting and Training, Criminal Investigations and Community Services. I also retained the Administrative Services Bureau which includes Communications, Information Services and Technical Services. Many of our employees faced the most difficult and stressful event of their lifetime this past year, but with true determination, honor and skill they proved themselves to be consummate professionals.

Information Services was able to focus a great deal of time on the destruction of aged records. 18 large file storage boxes were scanned then destroyed to allow electronic access to them. Court orders were received for almost 16,000 pieces of evidence which were subsequently destroyed. The year allowed for the development of employees within the division and new training and responsibilities were offered.

The Communications Division achieved accreditation from the Commission on Accreditation for Law Enforcement (CALEA) for the third time and received a Gold Standard Compliance in the process. New procedures were implemented that resulted in higher compliance with quality control standards on medical calls and improved communications to management to identify potential liability issues.

With technology constantly changing, our technical services stayed busy. New security requirements for our law enforcement data were initiated that resulted in a large project to ensure compliance. A request for information was issued for a new software system that would encompass the entire department including Computer Aided Dispatch, Records Management, Field Based Reporting and Jail Management. The request resulted in several qualified vendors submitting responses and the project is poised to move forward. Finally, the air cards utilized in our patrol cars were upgraded from 3G to 4G.

The Recruiting and Training Division hired a record setting 23 police officers in 2012. These openings were due in large part to the new positions we were fortunate enough to be granted and to routine attrition. For the first time in four years, the division was able to achieve a full staffing status. This was in addition to the civilian hires that were done. They spear headed a program to implement mandatory fitness testing for all sworn employees and brought recognition to our agency and our community by sponsoring nationally recognized law enforcement training in College Station.

Criminal Investigations investigated over 17 major incidents, including the Fidelity Street shooting, Wal-Mart shooting, multiple fatality accidents, fraud cases totaling losses in the hundreds of thousands of dollars, and a series of robberies that were determined to be the result of drug activity. Despite the many high profile and time intensive cases they were faced with, they also managed to reduce the number of overdue cases on their caseloads by 41 percent between October 2011 and October 2012.

While 2012 was challenging, I can proudly say that our employees showed unyielding professionalism through an incredibly trying time. They have proven that the people that make up the College Station Police Department truly hold themselves to a higher standard and the dedication to their citizens is second to none. I am honored to have them on my team, but more importantly, I am honored to be a member of their team.

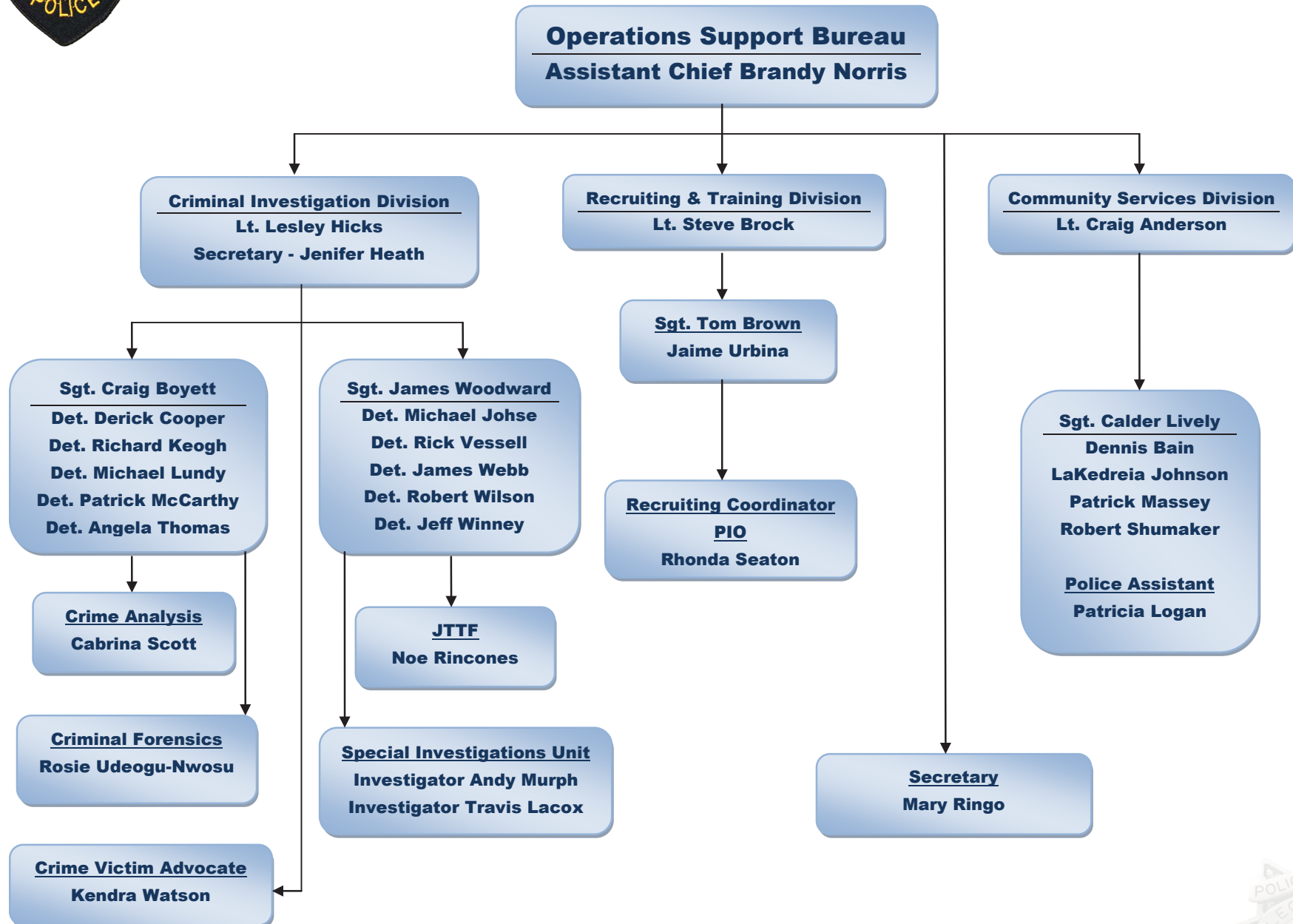
Sincerely,

*Brandy Norris*





## 2012 Operations Support Organizational Chart





# OPERATIONS SUPPORT BUREAU

## CRIMINAL INVESTIGATION DIVISION

The majority of cases investigated by this division are sexual assaults, juvenile crimes, property crimes, white collar crimes (credit card abuse & forgery) and assaults. Detectives are available to respond to major crimes on a 24-hour basis; some of these required multiple detectives. The first day of the year started with the murder of Whitney Paskey and later in the year a robbery suspect was killed by a Walmart employee. The most significant event investigated was the capital murder of Constable Brian Bachmann. Also killed were Christopher Northcliffe and the person who murdered them. Detectives in the division also investigated three double fatality accidents during the year. The last murder investigation was of Christopher Reeves who was killed while attempting to steal property from someone's home.

In the 2012, detectives participated in the capital murder trial of Stanley Griffin. Griffin was found guilty of murdering Jenifer Hailey in 2011 and was sentenced to death. Detectives also investigated many large cases including an aggravated robbery involving an organized group of jewelry robbers out of Houston which targeted specific dealers.

A very important part of the Criminal Investigation Division is the crime scene unit, which consists of one full-time civilian and two part-time sworn officers. These individuals are responsible for collecting, processing and submitting all evidence as well as photographing crime scenes. These scenes include traffic accidents involving life threatening injuries or death.

### 2012 CRIMINAL INVESTIGATION STATISTICS .....

- 2,179 case investigations were completed by 10 detectives
- Of those cases 1,360 were either cleared by arrest or exceptionally cleared, giving a 62% clearance rate of cases closed by the division.
- Detectives were called out 103 times
- Crime Scene Unit personnel were called out to major crime scenes or traffic accidents 50 times

## SPECIAL INVESTIGATIONS UNIT

The Special Investigation Unit (SIU) has the responsibility to investigate and concentrate on crimes related to narcotics, organized criminal activity, gangs, violent crimes and the recovery of stolen property. Unit members work closely with other agencies and narcotics enforcement groups. They also provide educational programs for the community.

### 2012 SPECIAL INVESTIGATION STATISTICS .....

- Executed 24 search warrants
- Made 44 arrests
- Confiscated more than \$282,000 worth of illegal drugs
- Seized more than \$46,000 in assets from drug dealers

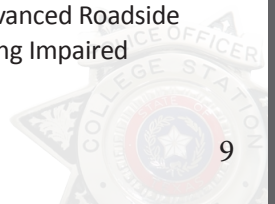
## VICTIM/WITNESS ADVOCACY & ASSISTANCE

Criminal Investigation Division also has a Victim/Witness Advocate who is supervised by the division commander. This program provides assistance to victims, witnesses or family members following a crime or traumatic event. The program can assist immediately following the event or several months thereafter. The services are unique because they offer short-term counseling with follow-up referrals to local social service providers.

## RECRUITING & TRAINING

The primary function of the Recruiting and Training Division is to coordinate the recruitment, selection and training of all departmental employees. This division is responsible for coordinating volunteers and interns for the department. Applicants applying for sworn officer positions complete two interviews, a polygraph exam, psychological evaluation, a background check, medical and drug testing, and an 18-week police academy. Once officers graduate they are required to complete four weeks of orientation and 16 weeks of field training before being released to work as a police officer.

The Recruiting and Training Division coordinates training for all sworn and civilian members of the department. We work in partnership with other organizations and departments to provide the most efficient and effective methods for training our employees. The division was able to host four nationally recognized outside trainings for our officers and other law enforcement agencies in 2012. These courses were The Reid Technique of Interviewing and Interrogation, LEOKA (Law Enforcement Officers Killed and Assaulted) Conference, ARIDE (Advanced Roadside Impairment Driving Enforcement) and FRIDAY (Focusing on Reducing Impaired Driving Among Youths).



The Recruiting and Training Division has the responsibility for the public information function for the department. This function requires maintaining open lines of communication with all forms of media and working with the city's public communications department to provide public service announcements, crime prevention tips and information on crime.

#### 2012 RECRUITING & TRAINING STATISTICS .....

- 1,675 applications processed
- 30 positions filled (24 sworn, 6 civilian)
- 125 employment interviews
- 54 background investigations
- Updated the Field Training Officer Manual
- Selected six new field training officers
- Selected two back-up public information officers
- 40 hours of sworn employee training
- 10 hours of civilian employee training
- Implemented mandatory fitness testing for sworn employees
- Conducted a third police officer exam for certified applicants
- Reached full staffing status for the first time in four years
- Developed elective courses for sworn personnel including Rifle Operator (2), Mental Health Peace Officer (1), and IPMBA Bicycle Course (3)
- Provided all sworn personnel with a Standardized Field Sobriety Update
- Developed and instructed a Field Officer Training Course
- 1,200 hours of volunteer work
- 1,200 media inquiries answered
- 130 press releases written
- 400 media appearances

#### COMMUNITY SERVICES .....

The Community Services Division is dedicated to crime prevention, education and community programs. The division includes three full-time school resource officers: one at A&M Consolidated Middle School and Timber Academy, one at College Station Middle School and College Station High School, and one at A&M Consolidated High School. All three work with campus administrators to ensure school safety. There is one

crime prevention officer and one police assistant under the crime prevention section. The police assistant is responsible for alcohol awareness education, noise abatement and false alarm reduction programs. This section also provides educational and engagement programs for citizens such as the annual Easter Celebration, Blue Santa, Breakfast with Santa, Citizens Police Academy and the annual National Night Out. The Community Services Division also issues all taxi and wrecker company permits, as well as follow-up on consumer complaints.

#### CHAPLAIN VOLUNTEERS

The College Station Police Department has a volunteer Chaplain Corps, which is currently made up of seven local clergymen who volunteer their time to assist the department. They interact with department employees to better understand the police culture, work with employees through personal or family counseling, and provide officers assistance with delivery of death notifications.

#### HONOR GUARD

The Honor Guard is made up of selected members of the College Station Police Department, who volunteer to represent the department at special events, formal occasions and memorial services.

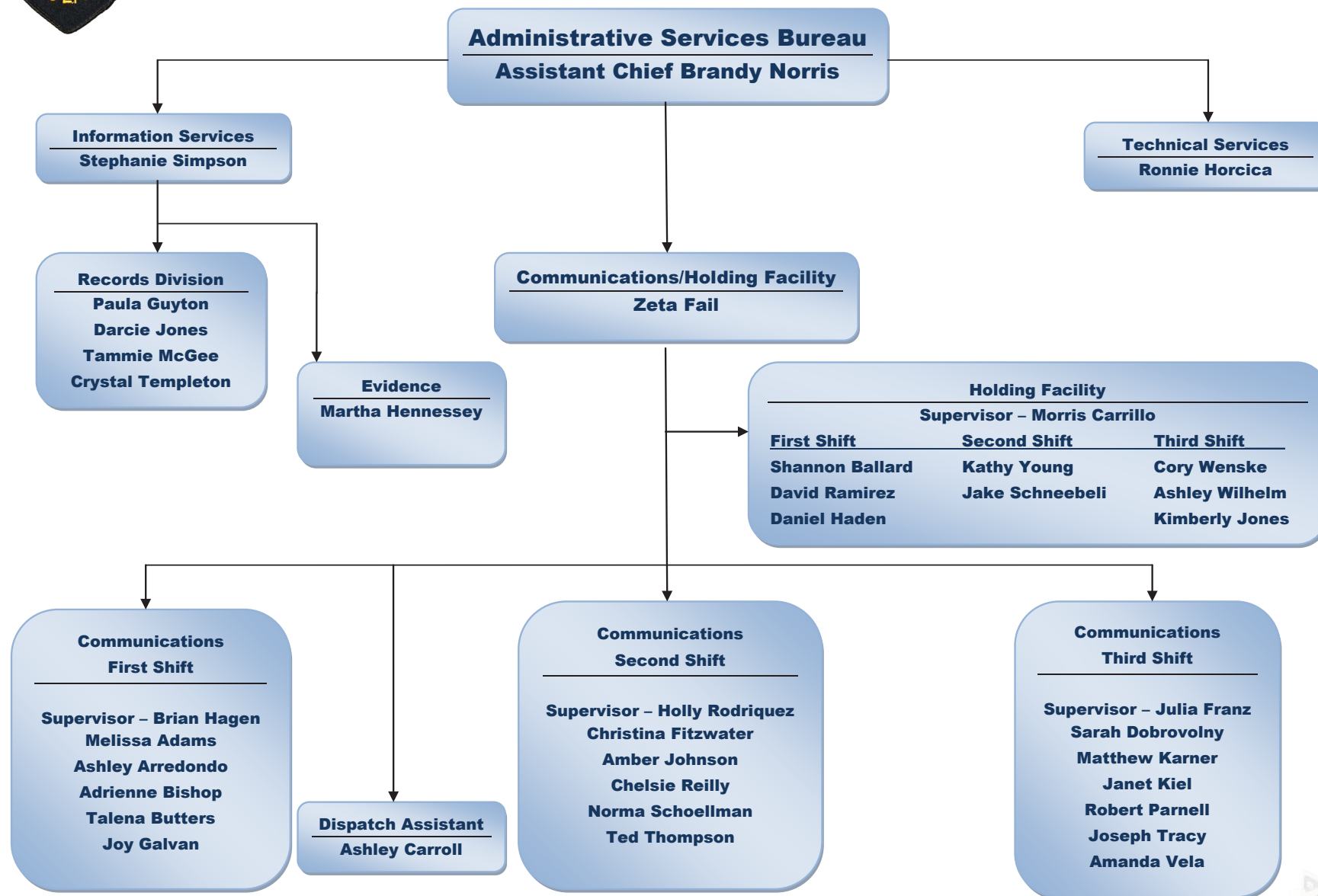


*(Oct. 2, 2012) - Lt. Anderson and other CSPD officers met with community leaders and residents during its annual National Night Out event.*





## 2012 Administrative Services Organizational Chart



# ADMINISTRATIVE SERVICES BUREAU

## POLICY & ACCREDITATION

The purpose of the Commission on Accreditation for Law Enforcement Agencies (CALEA) is to improve the delivery of public safety services, primarily by maintaining a body of standards developed by public safety practitioners covering a wide range of up-to-date public safety initiatives, establishing and administering an accreditation process, and recognizing professional excellence.

The College Station Police Department is currently accredited in two CALEA programs: the Law Enforcement Accreditation program, which has 463 standards, and the Communications Accreditation program, which has 218 standards. Agencies must meet 80 percent of a combination of mandatory standards and optional standards for each program. The accreditation process requires the police department to undergo on-site inspections of each program every three years. During 2011, the department implemented an electronic format for its required documentation and plans to use this format for future assessments scheduled for 2012 and 2013.

## ADMINISTRATIVE SERVICES

Administrative Services consists of a staff assistant to the chief of police, secretarial staff, and a quartermaster. These employees provide clerical support for the chief as well as staff in payroll, accounts payable and purchasing.

This section maintains all training records and coordinates travel arrangements for staff. They process time sheets and transcribe internal affairs and Criminal Investigation Division audio tapes. They are also responsible for daily operations including routing phone calls, maintaining office files and other related duties. There is one quartermaster who is responsible for maintaining supplies for the entire department.

## INFORMATION SERVICES

The Information Services Division is comprised of the Records and Evidence sections. In the Records section, there are three

Record Technicians and one Senior Records Technician. Records personnel handle data entry, processing of offense, incident, arrest, accident, and supplementary reports, the quality control of police reports, and requests for public information.

The Evidence section is responsible for maintaining the chain of custody of all items submitted as evidence. There is one evidence technician. Evidence is also responsible for ensuring items, such as illegal drugs and blood samples, requiring lab analysis are properly packaged and transported to Texas Department of Public Safety Laboratory in Austin, Texas.

## 2012 INFORMATION SERVICES STATISTICS .....

- Records section processed 24,605 reports and supplements
- Nearly 250 public information requests were received, compiled and sent to Legal for review
- Evidence section received 10,312 items and disposed of 16,319 items
- Evidence section submitted 669 items to the lab for analysis

## TECHNICAL SERVICES

The Technical Services Coordinator is responsible for coordinating, maintaining, implementing, training and troubleshooting all computer-related issues within the police department building and in police vehicles. In addition to troubleshooting the computer systems, he maintains the telephones, radio systems, emergency power systems and the department's web pages.

## COMMUNICATIONS / JAIL

The Communications Division manages CSPD's public safety communications and holding facility. This division is primarily responsible for answering emergency 911 calls, taking citizen requests for service and dispatching patrol units, fire apparatus and emergency medical services. The division is also responsible for intake and release of prisoners placed into the department's holding facility and Emergency Medical Dispatch (EMD) function.

In 2012, the division was reaccredited for the third time. The division was the first communication center in Texas and the second nationally to be awarded the "Gold Standard" in compliance. We have improved performance measures to ensure the highest level of service to the community and are working with the fire department to establish a back-up site for emergency operations in the new fire station.

The Holding Facility completed an audit by the National Institute of Corrections to enhance our operations and identify areas for improvement. We are mitigating liability by increasing the rate of facility inspections to include unannounced



assessments of all aspects of our equipment and facility.

## 2012 COMMUNICATIONS & JAIL STATISTICS .....

- 261,400 total dispatch calls
- 141,840 police incident calls
- 6,916 fire incident calls
- 30,839 calls to 911
- 4,294 holding facility prisoners processed

## NEW HIRES

BLEECKER, JOSEPH	BRANNAN, CHRISTOPHER	CEPEDA, CINDY
CLEERE, JARED	COMBS, BEVERLY	CRITES, DANIEL
FIELD, BARRETT	HENSON, JOSHUA	HIGGINS, SEKRET
JACKSON JR, WILLIE	JANSKY, DUSTYN	JOHNSON, DAVID
LOYD, JACOB	MARTY, PATRICIA	MCLEOD, DAVID
MIDDLEBROOKS, MASON	MUNS, JOHN	MURPHY, JUSTIN
OSBORNE, CODY	SNELL, ASHLEE	SPENCER, NEAL
WEBB, DAVID M		

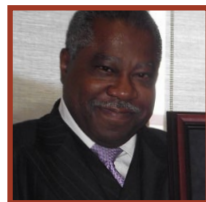
## RETIREMENTS



Officer Phillip Brown



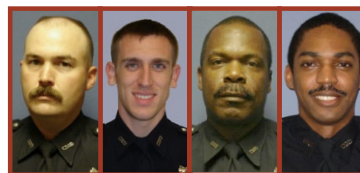
Officer Tracy Sheets



AC Larry Johnson

## AWARDS

CSPD awards officers and staff each year for outstanding service and dedication to police work. In 2012, four officers received the Medal of Honor, CSPD's highest award. This award is issued to any employee who acts in a brave or heroic manner, without regard for personal safety, to protect or save the life of another. Recipients of this award exhibited these actions with good sound judgment during the Fidelity Street shooting incident on Aug. 13.

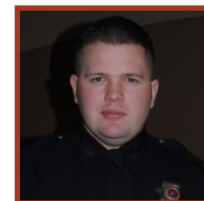


### Medal of Honor

Officer Andy Murph, Officer Travis Laco, Officer Brad Smith, Officer Chad Jones



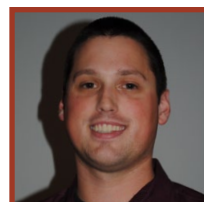
**Rookie of the Year**  
Officer Jason Smith



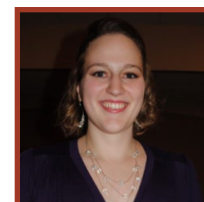
**Police Officer of the Year**  
Officer Travis Sullivan



**Sworn Supervisor of the Year**  
Sgt. Matthew Ford



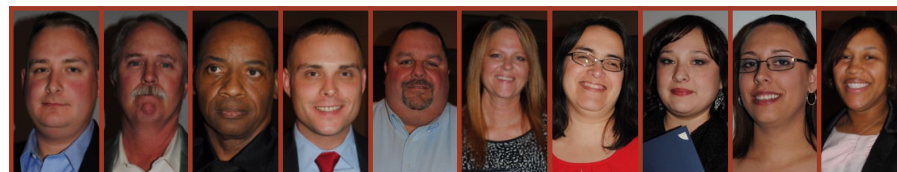
**Cross of Galantry**  
Officer Justin Oehlke



**Comm. Operator of the Year**  
Melissa Adams



**Civilian Employee of the Year**  
Paula Guyton



### Outstanding Service Awards (left to right)

Officer Phil Dorsett, Officer Jeffrey Durham, Deputy City Marshall Kelvin Dawson, Detective Derick Cooper, Communications Supervisor Brian Hagen, Detention Officer Shannon Ballard, Olivia-Joy Carrillo, Ashley Arredondo, Talena Butters, Ashley Carroll



## Outstanding Unit Citation

### Recruiting and Training Division

Lt. Steven Brock, Sgt. Thomas Brown,  
Officer Rhonda Seaton, Officer Jaime Urbina

## Citizen Award *(name withheld)*

Awarded to a citizen who provided intricate details related  
to the suspect's description in the Fidelity St. shooting while  
summoning help for his friend who had been wounded.

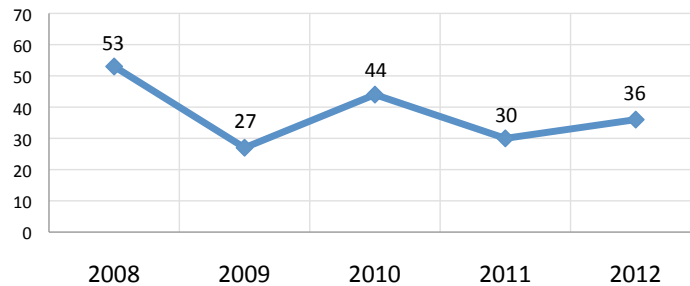


## 25 Years of Service

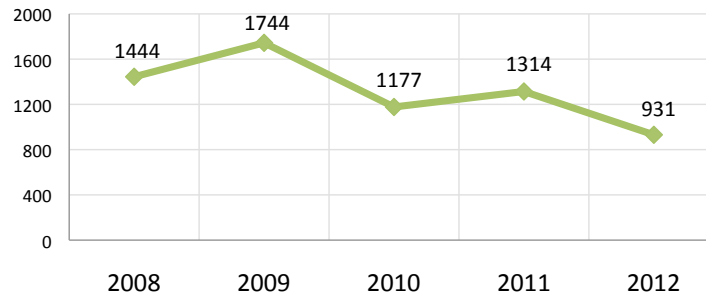
Chaplains Danny Duron and Peter Tarlow

# CRIME STATISTICS

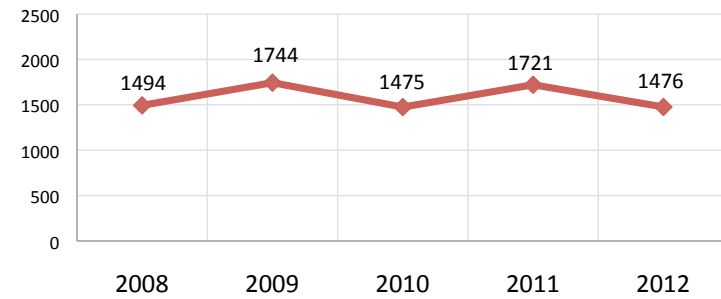
## Robbery



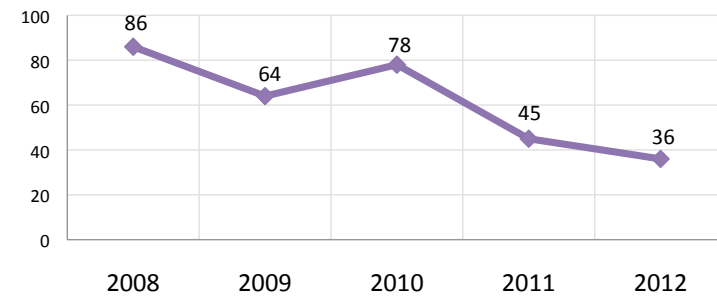
## Burglary



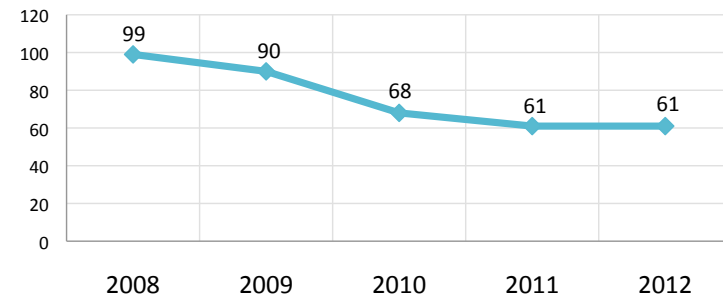
## Theft



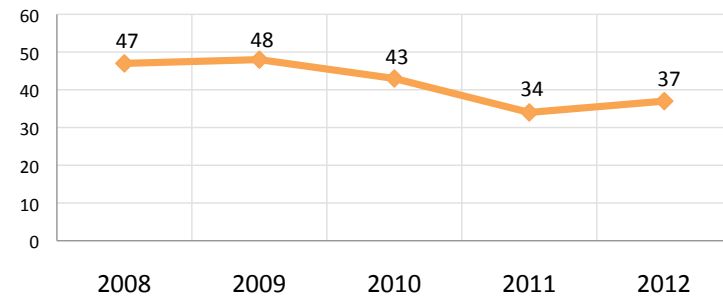
## Vehicle Theft



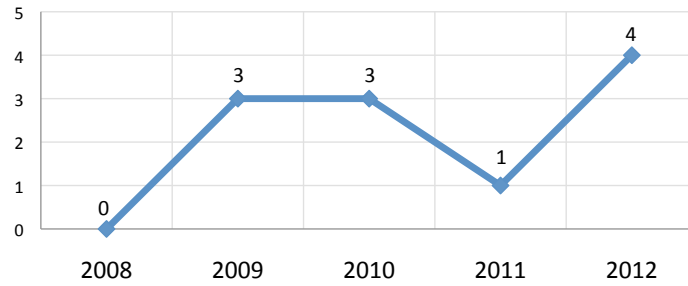
## Aggravated Assault



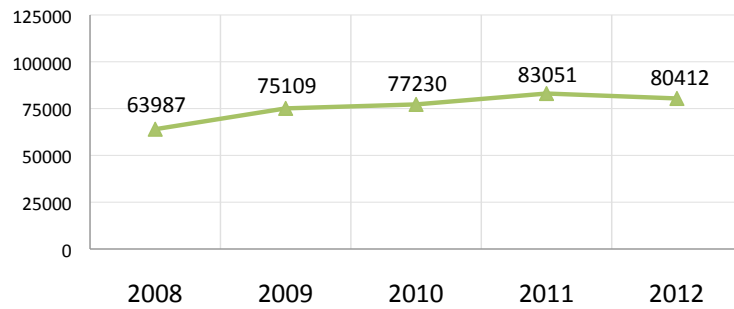
## Sexual Assault



### Murder



### Calls For Service



*The College Station Police Department is an accredited law enforcement agency and meets the high standards of the Commission on Accreditation for Law Enforcement Agencies.*



CITY OF COLLEGE STATION  
POLICE DEPARTMENT

[cstx.gov/police](http://cstx.gov/police)

P.O. Box 9960, 2611 Texas Avenue South  
College Station, TX 77840 | 979.764.3600